

**AGREEMENT BETWEEN
KING COUNTY
AND
SERVICE EMPLOYEES INTERNATIONAL UNION
PUBLIC SAFETY EMPLOYEES - LOCAL 519
COMMUNICATIONS CENTER EMPLOYEES**

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These articles constitute an agreement, terms of which have been negotiated in good faith, between King County and the signatory organization subscribing hereto. This Agreement shall be subject to approval by Ordinance by the County Council of King County, Washington.

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement is to promote the continued improvement of the relationship between King County and its employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and to be represented by such organizations in matters concerning their employment relations with King County and to set forth the wages, hours and other working conditions of such employees in appropriate bargaining units provided the County has authority to act on such matters and further provided the matter has not been delegated to any civil service commission or personnel board similar in scope, structure and authority as defined in RCW 41.56.

1 **ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP**

2 **Section 1. Jurisdiction:** The County Council recognizes the signatory organization as
3 representing those employees whose job classifications are listed in the attached Addendum C.

4 **Section 2. Union Security:** It shall be a condition of employment that all regular full-time
5 and regular part-time employees who are members of the Union on the effective date of this
6 Agreement, shall remain members in good standing, or pay an agency fee to the Union for their
7 representation to the extent permitted by law.

8 It shall be a condition of employment that regular full-time and regular part-time employees
9 covered by this Agreement and hired on or after its effective date shall, on the thirtieth (30th) day
10 following such employment, become and remain members in good standing in the Union, or pay an
11 agency fee to the Union for their representation to the extent permitted by law.

12 Provided, that an employee with a bona fide religious objection to union membership and/or
13 association based on the bona fide tenets or teachings of a church or religious body of which such
14 employee is a member shall not be required to tender those dues or initiation fees to the Union as a
15 condition of employment. Such employee shall pay an amount of money equivalent to regular union
16 dues and initiation fee to a non-religious charity mutually agreed upon between the public employee
17 and the Union. The employee shall furnish written proof that payment to the agreed upon non-
18 religious charity has been made. If the employee and the Union cannot agree on the non-religious
19 charity, the Public Employment Relations Commission shall designate the charitable organization. It
20 shall be the obligation of the employee requesting or claiming the religious exemption to show proof
21 to the Union that he/she is eligible for such exemption.

22 All initiation fees and dues paid either to the Union or charity shall be for non-political
23 purposes.

24 **Section 3. Dues Deduction:** Upon receipt of written authorization individually signed by a
25 bargaining unit employee, the County shall have deducted from the pay of such employee the amount
26 of dues as certified by the secretary of the signatory organization and shall transmit the same to the
27 treasurer of the signatory organization.

28 The signatory organization will indemnify, defend, and hold the County harmless against

1 any claims made and against any suit instituted against the County on account of any check-off of
2 dues for the signatory organization. The signatory organization agrees to refund to the County any
3 amounts paid to it in error on account of check-off provision upon presentation of proper evidence
4 thereof.

5 **Section 4. Union Membership Form:** The County will require all new employees, hired in a
6 position included in the bargaining unit to sign a form (in triplicate), which will inform them of the
7 union's exclusive recognition.

8 **Section 5. Bargaining Unit Roster:** The County will transmit to the Union a current listing
9 of all employees in the bargaining unit within thirty (30) days of request for same but not to exceed
10 twice per calendar year. Such list shall include the name of the employee, classification, department
11 and salary.

ARTICLE 3: RIGHTS OF MANAGEMENT

It is recognized that the Employer retains the right to manage the affairs of the County and to direct the work force. Such functions of the Employer include, but are not limited to:

a. determine the mission, budget, organization, number of employees, and internal security practices of the Department;

b. recruit, examine, evaluate, promote, train, transfer employees of its choosing, and determine the time and methods of such action, and discipline, suspend, demote, or dismiss employees for just cause. When a transfer is used as a disciplinary sanction, it shall be subject to the grievance procedure and just cause provisions of Article 12;

c. assign bargaining unit work to any employee in any classification in the bargaining unit consistent with Article 11, Section 7 and direct the work force;

d. develop and modify class specifications;

e. determine the method, materials, and tools to accomplish the work;

f. designate duty stations and assign employees to those duty stations;

g. reduce the work force;

h. establish reasonable work rules;

i. assign the hours of work;

j. take whatever actions may be necessary to carry out the Department's mission in case of emergency;

k. Bi-weekly pay: the right to define and implement a new bi-weekly payroll system is vested exclusively in King County. Implementation of such system may include a conversion of wages and leave benefits into hourly amounts and the parties recognize King County's exclusive right to make the changes necessary to implement such payroll system.

In prescribing policies and procedures relating to personnel and practices, and to the conditions of employment, the Employer will comply with state law to negotiate or meet and confer, as appropriate. However, the parties agree that the Employer retains the right to implement any changes to policies or practices that are not mandatory subjects of bargaining.

All of the functions, rights, powers, and authority of the Employer not specifically abridged,

deleted, or modified by this Agreement are recognized by the Union as being retained by the Employer.

ARTICLE 4: HOLIDAYS

The County shall continue to observe the following paid holidays:

HOLIDAY	COMMONLY CALLED:
New Year's Day	1st day of January
Martin Luther King, Jr.'s Birthday	Third Monday in January
Presidents' Day	Third Monday of February
Memorial Day	Last Monday in May
Independence Day	4th day of July
Labor Day	1st Monday of September
Veteran's Day	11th day of November
Thanksgiving Day	Fourth Thursday in November
Friday following Thanksgiving Day	
Christmas Day	25th day of December

Section 1. Date of Observance: All holidays shall be observed in accordance with RCW 1.16.050, as amended. Provided further, that employees who work in a twenty-four hour seven day per week operation such as the Communications Center shall observe the following four (4) holidays on the specific dates listed below. For these specific named holidays, overtime will be paid only to those employees who work on the dates listed below:

Holiday	Date of Observance and Overtime Payment
New Year's Day	First of January
Independence Day	Fourth of July
Veteran's Day	Eleventh of November
Christmas Day	Twenty-Fifth of December

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2 **Section 2. Overtime Payment:** All employees shall take holidays on the day of observance
3 unless their work schedule requires otherwise for continuity of services, in which event, they shall be
4 paid at one and one half (1-1/2) times the regular rate for any shift that begins on a holiday, in
5 addition to the regular holiday pay.

6 **Section 3. Floating Holiday:** Each employee shall receive two (2) additional personal
7 holidays to be administered through the vacation plan. One day shall be granted on the first of
8 October and one day on the first of November of each year. These days can be used in the same
9 manner as any vacation day earned.

10 **Section 4. Holiday Pay Eligibility:** An employee must be in a pay status the day prior to and
11 the day following a holiday to be eligible for holiday pay.

12 **Section 5. Pro-Rata Benefits:** Regular part-time employees will receive holiday benefits
13 based upon the ratio of hours actually worked (less overtime) to a standard work year.
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ARTICLE 5: VACATIONS

Section 1. Accrual - 40 Hour Employees: Regular full-time employees working 40 hours per week, shall receive vacation benefits as indicated in the following table:

Full Years of Service	Maximum Annual Leave in Days
Upon hire through end of year 5	12
Upon beginning of Year 6	15
Upon beginning of Year 9	16
Upon beginning of Year 11	20
Upon beginning of Year 17	21
Upon beginning of Year 18	22
Upon beginning of Year 19	23
Upon beginning of Year 20	24
Upon beginning of Year 21	25
Upon beginning of Year 22	26
Upon beginning of Year 23	27
Upon beginning of Year 24	28
Upon beginning of Year 25	29
Upon beginning of Year 26 and beyond	30

Maximum vacation accrual will be 480 hours.

Section 2. Accrual Based on Hours Worked: Vacation benefits for regular, part-time employees will be established based upon the ratio of hours actually worked (less overtime) to a standard work year. For example, if a regular, part-time employee normally works four (4) hours per day in a unit that normally works eight (8) hours per day, then the part-time employee would be granted four-eighths of the vacation benefit allowed a full-time staff member with an equivalent

number of years service. Employees may not use accrued vacation leave during their first six (6) months of employment, except as substitution for sick leave pursuant to Article 6.

Section 3. No County Employment While on Vacation: No person shall be permitted to work for compensation for the County in any capacity during the time when vacation benefits are being drawn.

Section 4. Vacation Increments: Vacation may be used in one-half hour increments at the discretion of the department director or his/her appointed designee.

Section 5. Maximum Payment Upon Termination: Upon termination for any reason, the non-probationary employee will be paid for unused vacation credits up to a maximum allowable accumulated vacation. Vacation payoff shall be calculated by utilizing the employee's base wages as set forth in Addendum C.

The hourly rate shall be determined by dividing the annual rate of pay by the number of work hours in that year.

Section 6. Payment Upon Death of Employee: In cases of separation by death, payment of unused vacation benefits shall be made to the employee's estate, or, in applicable cases, as provided by RCW, Title II.

Section 7. Excess Vacation: All employees may continue to accrue additional vacation beyond the maximum specified herein if, as a result of cyclical workloads or work assignments, accrued vacation will be lost. Non-probationary employees who leave King County employment for any reason will be paid for their unused vacation up to the maximum specified herein. Employees shall forfeit the excess accrual prior to December 31st of each year.

Section 8. Vacation Preference: In accordance with past practice, vacation shall be granted on a seniority basis within each shift, squad, or unit and shall be taken at the request of the employee with the approval of the Division Commander. Employees who are transferred involuntarily, and who have already had their vacation request approved as specified above, will be allowed to retain that vacation period regardless of their seniority within the new shift, squad, or unit to which they are transferred.

Section 9. Shift Assignments - Communications Center: Communications Specialists

1 shall be allowed to submit shift and furlough preference forms prior to shift change(s). Shift
2 assignments may be made with consideration given to employee seniority and preference, with the
3 Department's staffing and training requirements given first priority. Decisions concerning shift
4 assignments pursuant to this section shall not be a subject for the grievance procedure.

5 **Section 10. Vacation Transfer:** Employees in the bargaining unit shall be allowed to donate
6 vacation leave in accordance with the provisions set forth in King County Code 3.12.223, as
7 amended, and Personnel Guidelines Rule 14.4.

ARTICLE 6: SICK LEAVE

Section 1. Accrual: Full-time regular employees, and part-time regular employees who receive vacation and sick leave shall accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime up to a maximum of eight (8) hours per month; except that sick leave shall not begin to accrue until the first of the month following the month in which the employee commenced employment. The employee is not entitled to sick leave if not previously earned.

Section 2. Loss of Accrual: During the first year of service, employees eligible to accrue vacation leave may, at the appointing authority's discretion, use any accrued days of vacation leave as an extension of sick leave. If an employee does not work a full year, any vacation leave used for sick leave must be reimbursed to the county upon termination.

Section 3. Increments: Sick leave may be used in one-half hour increments at the discretion of the division manager or department director.

Section 4. No Sick Leave Limit: There shall be no limit to the hours of sick leave benefits accrued by an employee.

Section 5. Verification of Illness: Department management is responsible for the proper administration of the sick leave benefit. Verification of illness from a licensed health care provider may be required for any requested sick leave absence.

Section 6. Separation from Employment: Separation from County employment except by reason of retirement or layoff due to lack of work or funds or efficiency reasons, shall cancel all sick leave currently accrued to the employee. Should the employee resign in good standing or be laid off and return to the County within two years, accrued sick leave shall be restored.

Section 7. Pregnancy Disability: Accrued sick leave may be used for absence due to temporary disability caused by pregnancy.

Section 8. Other Than County Employment: Sick leave because of an employee's physical incapacity shall not be approved where the injury is directly traceable to employment other than with the County.

Section 9. Sick Leave Cashout: Employees eligible to accrue sick leave and who have

1 successfully completed at least five (5) years of county service and who retire as a result of length of
2 service, or who leave County employment in good standing after twenty-five (25) years or more, or
3 who terminate by reason of death shall be paid, or their estates paid or as provided for by RCW Title
4 11, as applicable, an amount equal to thirty-five (35) percent of their unused, accumulated sick leave
5 multiplied by the employee's rate of pay in effect upon the date of leaving county employment less
6 mandatory withholdings.

7 **Section 10. Maximum Compensation:** Employees injured on the job may not
8 simultaneously collect sick leave and workers' compensation payments in a total amount greater than
9 the net regular pay of the employee. Provided that employees who qualify for workers'
10 compensation may receive payments equal to net regular pay.

11 **Section 11. Uses of Sick Leave:** Employees are eligible for payment on account of illness
12 for the following reasons:

- 13 1. Employee illness;
- 14 2. Noncompensable injury of an employee (e.g., those injuries generally not eligible
15 for worker's compensation payments);
- 16 3. Employee disability due to pregnancy or childbirth;
- 17 4. Employee exposure to contagious diseases and resulting quarantine;
- 18 5. Employee keeping medical, dental, or optical appointments.
- 19 6. In accordance with Family Medical Leave Act, King County Family Medical
20 Leave and other relevant federal, county, and state law, including but not limited to the Washington
21 Family Care Act.
- 22 7. Up to one day of sick leave may be authorized for an employee to be at the hospital
23 on the day of the birth of his/her child.
- 24 8. Up to three (3) days of sick leave may be used per year, with advanced approval
25 from the Sheriff's Office, to volunteer at the employee's children's school, consistent with King
26 County Personnel Guidelines.

27 **Section 12. Family Care and Bereavement Leave:**

- 28 a. Regular, full-time employees shall be entitled to three (3) working days (24 hours)

1 of bereavement leave a year due to death of members of their immediate family.

2 **b.** “Immediate family” for purposes of bereavement leave, is defined as follows: the
3 employee’s children, parents, siblings, grandchildren, grandparents, spouse or domestic partner and
4 the children, parents, siblings, grandchildren and grandparents of the employee’s spouse or domestic
5 partner.

6 **c.** Regular, full-time employees who have exhausted their bereavement leave, shall be
7 entitled to use sick leave in the amount of three (3) days (24 hours) for each additional instance when
8 death occurs to a member of the employee’s immediate family.

9 **d.** Members of this bargaining unit are eligible for King County Family Leave
10 (KCFML), as set forth in Ordinance No.13377, and codified in King County Code 3.12.220.

11 **e.** The definition of immediate family for purposes of (KCFML) is set forth in KC
12 3.12.220. This includes the employee’s spouse or domestic partner, the child or parent of the
13 employee or the employee’s spouse or domestic partner, and an individual who stands or stood in
14 loco parentis to the employee or employee’s spouse or domestic partner. In cases of family care
15 where no paid sick leave benefit is authorized or exists an employee may be granted leave without
16 pay consistent with the above referenced code section, Federal FMLA, or Washington State Family
17 Care Act, as appropriate.

18 In the application of any of the foregoing provisions, holidays or regular days off falling
19 within the prescribed period of absence shall not be charged against accrued sick leave.

20 **Section 13. Sick Leave Incentive:** In January of each calendar year, employee sick leave
21 usage will be reviewed. Regular, full-time employees who have used sixteen (16) or less hours of
22 sick leave during the entire preceding calendar year shall be rewarded by having sixteen (16)
23 additional hours credited to their vacation account. Employees who have used more than sixteen (16)
24 but less than thirty-three (33) sick leave hours shall have eight (8) additional hours credited to their
25 vacation account. The additional vacation credits specified herein shall not affect sick leave
26 amounts.

1 **ARTICLE 7: WAGE RATES**

2 **Section 1.** 2004 wage rates are listed in Addendum C. On January 1, 2005, wages in effect
3 on December 31, 2004 were increased by 90% of the increase in the Consumer Price Index (CPI-W),
4 U.S. All Cities Index, September 2003 – September 2004 base year; provided however that the
5 amount produced by application of the foregoing was not less than 2% nor greater than 6%.

6 **Section 2. Cost of Living Adjustments:**

7 **a.** Effective January 1, 2006, wage rates in effect on December 31, 2005 for all
8 classifications in the bargaining unit, shall be increased by a percentage factor equal to 90% of the
9 increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2004 - September
10 2005 base year; provided, however, that the amount produced by application of the foregoing shall
11 not be less than 2% nor greater than 6%.

12 **b.** Effective January 1, 2007, wage rates in effect on December 31, 2006 for all
13 classifications in the bargaining unit shall be increased by a percentage factor equal to 90% of the
14 increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2005 - September
15 2006 base year; provided, however, that the amount produced by application of the foregoing shall
16 not be less than 2% nor greater than 6%.

17 **c.** Effective January 1, 2008, wage rates in effect on December 31, 2007 for all
18 classifications in the bargaining unit shall be increased by a percentage factor equal to 90% of the
19 increase in the Consumer Price Index (CPI-W), U.S. All Cities Index, September 2006 - September
20 2007 base year; provided, however, that the amount produced by application of the foregoing shall
21 not be less than 2% nor greater than 6%.

22 **Section 3. Longevity Premiums:** Communications Specialists and Supervisors shall receive
23 longevity premiums as outlined in Addendum D.

24 **Section 4. Shift Differentials:** The value of the shift differential has been rolled over into the
25 base wage of all employees in this bargaining unit and is included in the wages outlined in
26 Addendum C.

27 **Section 5. Communication Center Training Duty:** Employees in the Communications
28 Center who are assigned in writing the responsibility of training and written evaluation of new

employees shall be compensated in the following manner:

For each day a trainer is assigned an employee to train, the trainer will receive one (1) days training credit. After a total of twenty (20) days, (i.e., four weeks), training credit has been accrued, the trainer will have the option of receiving twenty (20) hours additional pay at the straight time rate or twelve (12) hours additional pay and one (1) additional vacation day. Each additional block of twenty (20) days training credit will entitle the trainer to the aforementioned compensation option.

Section 6. Reinstated Employees:

a. Reinstatement Within One Year: Employees who are reinstated pursuant to Civil Service Rules within one calendar year of the date they left County service shall, upon reinstatement, be compensated at Step 1 of their respective pay range. Upon successful completion of six (6) months actual service after reinstatement, they shall be compensated at the equivalent of the same salary step that they were on when they left service plus any step advancement due for the addition of the current service.

b. Reinstatement Within Two Years: Employees who are reinstated pursuant to Civil Service Rules within two (2) calendar years but after one (1) calendar year shall, upon reinstatement, be compensated at Step 1 of their respective pay range. Upon successful completion of twelve (12) months actual service after reinstatement, (or six (6) months for job classifications which obtain a step after six (6) months of service) they shall be compensated at the equivalent of the same salary step that they were on when they left service plus any step advancement due for the addition of the current service.

c. In order to receive credit for prior service under this Section, employees must receive an overall rating of "Meets Standards" or better on all performance evaluations during the six (6) month or one (1) year period respectively.

Section 7. Eligibility for Dispatcher Pay: Employees begin receiving dispatcher pay once they become fully trained and certified as dispatchers. It is in the best interest of both employees and the employer to have as many Communication Specialists fully trained as dispatchers as possible. Employees trained as dispatchers are able to perform a broader range of duties. If for some reason a dispatcher is assigned to perform call receiver duties for a temporary period of time, the fully trained

1 dispatcher will continue to be paid dispatcher pay rates.

2 All Communications Specialists hired by the King County Sheriff's Office after May 1, 2001,
3 are required to successfully complete dispatcher training and complete all steps necessary to qualify
4 to perform the full range of Communication Specialists duties, including but not limited to dispatcher
5 duties. King County has the right to terminate the employment of any Communication Specialist
6 who does not successfully complete such training or cannot perform the full range of duties in
7 satisfactory manner.

1 **ARTICLE 8: OVERTIME**

2 **Section 1. Overtime:**

3 Overtime shall be payable after working 40 hours in a week. Overtime shall be paid at one
4 and one half (1-1/2) times the employee's regular rate calculated using their hours worked. "Hours
5 worked" excludes all sick leave.

6 **Section 2. Callouts:** A minimum of four (4) hours at the overtime rate shall be allowed for
7 each call out. Where such overtime exceeds the minimum number of hours, the actual hours worked
8 shall be allowed at overtime rates. In addition, call out pay shall apply to employees subpoenaed to
9 court while on furlough or vacation.

10 **a. Court Overtime Callouts:** A minimum of two (2) hours at the overtime rate shall
11 be allowed for each callout. Where such overtime exceeds two (2) hours, the actual hours worked
12 shall be allowed at the overtime rate. The provisions of this section apply only to callouts for the
13 purposes of testifying in court. If the session starts less than two (2) hours before or after the shift, it
14 will be considered a shift extension for court. Employees will be compensated for the amount of time
15 spent before or after their shift.

16 **b. Training:** In the event that the department requires an employee to attend a
17 mandatory training session, and such training is not directly before or after a shift or during a shift,
18 then a two hour minimum callout will be paid.

19 **Section 3. Overtime Authorization:** All overtime shall be authorized by the Department
20 Director or his/her designee in writing. Saturday and Sunday work is not overtime when it is a
21 regularly scheduled work day for the individual crew.

22 **Section 4. Minimum Standards Set By Law:** If any provision of this article conflicts with
23 minimum standards established by RCW 49.46 then that provision shall be automatically amended to
24 provide the minimum standards.

25 **Section 5. Work Week:** For the purpose of calculating overtime compensation, an
26 employee's work week shall be defined as beginning with the first day of work after a furlough day
27 and continuing for a total of seven (7) consecutive days. Also, the work day shall be defined as
28 beginning with the first hour of work and continuing for a total of twenty-four (24) consecutive

1 hours.

2 **Section 6. Compensatory Time:** Employees may submit written requests for compensatory
3 time in lieu of over time payments for working over time as defined by this Article. The employer
4 will approve or deny such requests in writing. Employees who accrue compensatory time shall be
5 allowed to carry up to forty (40) straight time hours of compensatory time at any given time.

6 The parties agree that it creates an undue hardship on King County and King County Sheriff's
7 Office for accrued compensatory time to be scheduled or taken at any other time than during the time
8 slots reserved for annual leave. Minimum staffing levels, staffing shortages, regulations concerning
9 response time, federal funding requirements, and public safety responsibilities combine to unduly
10 disrupt the Department's operation if compensatory time is not scheduled in this manner.

11 The parties reasonably and in good faith, anticipate that it would impose an unreasonable
12 burden on the agency's ability to provide services of acceptable quality and quantity for the public
13 during the time requested without the use of an employee's services if scheduled compensatory time
14 is not limited to the time slots set aside for annual leave. Annual leave, compensatory time and
15 discretionary leave may be scheduled in these annual leave slots, with annual leave given priority in
16 scheduling. Requests for leave other than annual leave will be reviewed on a first come first serve
17 basis, however, backfill requirements alone will not cause the Department to deny requests to
18 schedule compensatory time. Requests to schedule compensatory time may be submitted no sooner
19 than 60 calendar days prior to the first day of requested leave.

20 Nothing in this agreement changes or affects in any way the rules, procedures or practices for
21 bidding or scheduling annual leave or discretionary leave.

22 **Section 7. Voluntary Training:** Employees who request training on a voluntary basis will
23 not be paid for study time associated with said training, nor will overtime compensation be paid for
24 workdays that extend beyond the normal contractual workday if said workday is part of the normal
25 training schedule, provided, however, employees who are required to attend by the Department will
26 be paid overtime pursuant to the overtime provisions of this agreement.

ARTICLE 9: HOURS OF WORK

Section 1. The normal working hours of the classifications affected by this Agreement shall be the equivalent of forty (40) hours per week on an annualized basis.

Section 2. Work Schedules: The establishment of reasonable work schedules and starting times is vested solely within the purview of department management and may be changed from time to time provided a two (2) week prior notice of change is given, except in those circumstances over which the Department cannot exercise control. PROVIDED: the required two (2) calendar week (or ten (10) working days) notification period shall not commence until the employee has received verbal or written notification of the proposed change.

In the exercise of this prerogative, department management will establish schedules to meet the dictates of the workload, however, nothing contained herein will permit split shifts.

Section 3. Minimum Standards: If any provision in this article shall conflict with the minimum standards of RCW 49.46, then that provision shall be automatically amended to conform.

Section 4. Employee Requests: With management approval, work schedules may be altered upon written request of the employee.

Section 5. Job Sharing: If two employees in the same job classification and work site wish to job share one full time position, they shall submit such a request in writing to their immediate supervisor. The immediate supervisor shall submit such request to the Division Chief, via the Division Manager. The request shall be transmitted to the Sheriff/Director. The Sheriff/Director shall have ninety (90) days from the date he/she receives the request to review the request and either approve or deny the request for job sharing. Employees who job share one full-time position shall receive benefits pursuant to County policy. In the event that one of the job-sharing employees terminates his/her employment (voluntarily or involuntarily), the County shall have the following options:

- a. No change to the situation, allowing a half-time position to continue.
- b. Fill the vacant half-time position with temporary help.
- c. Expand the half-time position to a full-time position, with sixty (60) calendar days notice to the affected employee.

ARTICLE 10: MEDICAL, DENTAL & LIFE INSURANCE

King County presently participates in group medical, dental and life insurance programs. The County agrees to maintain a plan during the term of this Agreement, provided that the Union and County agree that the County may implement changes to employee insurance benefits to which the Joint Labor-Management Insurance Committee has agreed.

1 **ARTICLE 11: MISCELLANEOUS**

2 **Section 1. Leave of Absence for Union Employment:** An employee elected or appointed to
3 office in a local of the signatory organization which requires a part or all of his/her time shall be
4 given leave of absence up to one (1) year without pay upon application.

5 **Section 2. Mileage Reimbursement:** All employees who have been authorized to use their
6 own transportation on County business shall be reimbursed at the rate established by the County
7 Council by ordinance.

8 **Section 3. Civil Service Hearings:** Employees who are directly involved with proceedings
9 before the Civil Service Commission may be allowed to attend without loss of pay provided prior
10 permission is granted by the Department Director or his/her designee.

11 **Section 4. Access to Premises:** The Department administration shall afford Union
12 representatives a reasonable amount of time while on on-duty status to consult with appropriate
13 management officials and/or aggrieved employees, provided that the Union representative and/or
14 aggrieved employees contact their immediate supervisors, indicate the general nature of the business
15 to be conducted, request necessary time without undue interference with assignment duties. Time
16 spent on such activities shall be recorded by the Union representative on a time sheet provided by the
17 supervisor.

18 Union representatives shall guard against use of excessive time in handling such
19 responsibilities.

20 **Section 5. Loss of Personal Effects:** Employees who suffer a loss or damage, in the line of
21 duty, to personal property and/or clothing worn on the body, will have same repaired or replaced at
22 department expense, not to exceed \$150.00.

23 **Section 6. Work Out of Class:** Whenever an employee is assigned, in writing, by the
24 division manager or his/her designee, to perform the duties of a higher classification for a period of
25 three working days or more, that employee shall be paid at the first step of the higher class or a
26 minimum of five percent (5%), whichever is greater, over the salary received prior to the assignment,
27 for all time spent while so assigned. The department may assign an employee to perform the duties
28 of a lower classification for a temporary period of time. In such cases the employee shall retain the

1 same salary of his/her normal classification.

2 **Section 7. Lead Worker Pay:** Employees assigned, in writing, by the division manager or
3 his/her designee to perform lead-worker duties, shall be compensated at a rate which is five percent
4 (5%) greater than their regular rate for all time so assigned. Assignment of "lead worker" status or
5 pay will not confer on an employee any privilege or right, including the right of appeal, right of
6 position, right of transfer, demotion, promotion, or reinstatement. Lead worker assignments and pay
7 may be revoked at any time at the sole discretion of the appointing authority or his/her designee. At
8 such time as the "lead worker" designation is removed, the employee's compensation reverts to the
9 rate received prior to the designation. Provided, however, that when revocation of lead worker pay is
10 used as a disciplinary sanction, such revocation shall be subject to the grievance procedure and just
11 cause provisions of Article 12.

12 **Section 8. Salary on Promotions:** Any employee who is promoted to a higher classification
13 shall receive the beginning step for the higher classification or the next higher salary step as would
14 constitute a minimum of a five percent (5%) increase over the salary received prior to the promotion.

15 **Section 9. Mandatory Higher Education:** Employees who are required to obtain additional
16 formal education beyond that initially required for employment shall be allowed time off from work
17 with pay to attend classes/seminars with scheduling approval of same at the sole discretion of
18 management.

19 **Section 10. Jury Duty:** An employee required by law to serve on jury duty shall continue to
20 receive his/her salary and shall be relieved of regular duties and assigned to day shift for the period of
21 time necessary for such assignment. If they have four hours or more left on their shift at the
22 completion of the jury duty assignment for the day, they shall report to their work location and
23 complete the day shift. Once the employee is released for the day, or more than one day, then he/she
24 is required to contact the supervisor who will determine if he/she is required to report for duty,
25 provided however such release time is prior to 1:00 p.m. If an employee is released after 1:00 p.m.
26 he/she shall not be required to report for work on that particular day.

27 The fees, exclusive of mileage, paid by the Court for jury duty shall be forwarded to the
28 Comptroller. The employer may request verification of jury duty service.

1 When an employee is notified to serve on jury duty, he/she will inform his/her immediate
2 supervisor as soon as possible, but not later than two (2) weeks in advance, regarding the dates of
3 absence from regular duties. The supervisor will ensure that the employee is relieved of regular
4 duties a minimum of twelve (12) hours prior to the time of reporting for jury duty.

5 When the employee is dismissed from jury duty (completion of jury duty assignment) the
6 employee is required to contact his/her supervisor immediately. The supervisor will instruct the
7 employee when to report to work, PROVIDED: there must be a minimum of twelve (12) hours
8 between the time the employee is dismissed from jury duty and the time he/she must report for
9 regular duties.

1 **ARTICLE 12: GRIEVANCE PROCEDURE**

2 King County recognizes the importance and desirability of settling grievances promptly and
3 fairly in the interest of continued good employee relations and morale and to this end the following
4 procedure is outlined. To accomplish this, every effort will be made to settle grievances at the lowest
5 possible level of supervision.

6 Employees will be unimpeded and free from restraint, interference, coercion, discrimination
7 or reprisal in seeking adjudication of their grievances.

8 **Section 1. Definition:** Grievance - An issue raised in writing by a party to this Agreement
9 relating to the interpretation of his/her rights, benefits, or conditions of employment as contained in
10 this Agreement, except that verbal or written reprimands are not subject to Step 5 of the grievance
11 procedure outlined in this Agreement.

12 **Procedure**

13 **Step 1 - Immediate Supervisor:** A grievance shall be presented by the aggrieved
14 employee, or his/her representative if the employee wishes, on a Union grievance form within
15 fourteen (14) calendar days of the occurrence of such grievance, to the employee's immediate
16 supervisor. The grievance must:

- 17 a. fully describe the alleged violation and how the employee was adversely
18 affected;
19 b. set forth the section(s) of the Agreement which have been allegedly
20 violated; and
21 c. specify the remedy or solution being sought by the employee filing the
22 grievance.

23 The supervisor shall gain all relevant facts and shall attempt to adjust the matter and notify
24 the employee within three (3) working days. If a grievance is not pursued to the next level within
25 three (3) working days, it shall be presumed resolved.

26 **Step 2 - Section Manager:** If, after thorough discussion with the immediate
27 supervisor, the grievance has not been satisfactorily resolved, the employee and his/her representative
28 shall present the grievance to the appropriate manager for investigation, discussion and written

1 reply. The appropriate manager shall be defined as Section Commander. The manager shall make
2 his/her written decision available to the aggrieved employee within ten (10) working days. If the
3 grievance is not pursued to the next higher level within five (5) working days, it shall be presumed
4 resolved.

5 ***Step 3 - Department Director:*** If, after thorough evaluation, the decision of the
6 manager has not resolved the grievance to the satisfaction of the employee, the grievance may be
7 presented to the department director. All letters, memoranda and other written materials previously
8 submitted to lower levels of supervision shall be made available for the review and consideration of
9 the department director. He/she may interview the employee and/or his/her representative and
10 receive any additional related evidence which he/she may deem pertinent to the grievance. He/she
11 shall make his/her written decision available within ten (10) working days. If the grievance is not
12 pursued to the next higher level within five (5) working days, it shall be presumed resolved.

13 ***Step 4 - Director of Human Resources:*** If, after thorough evaluation, the decision of
14 the department director has not resolved the grievance to the satisfaction of the employee, the
15 grievance may be presented to a committee comprised of one representative from the Union, one
16 representative from the Department, and the Department of Executive Services Human Resources
17 Director or his/her designee, who shall also act as Chair. The Union representative and/or the
18 Department representative may be subject to challenge for cause.

19 This committee shall convene a hearing for the purpose of resolving the grievance. Both
20 parties to the grievance shall be entitled to call witnesses on their behalf, and all such hearings shall
21 be closed for the purpose of maintaining confidentiality, unless otherwise mutually agreed to. The
22 Committee Chair shall render a decision within fifteen (15) working days of the hearing. If the Chair
23 fails to render a decision within fifteen (15) days the Union may proceed to Step 5 of this grievance
24 procedure (except for written reprimands, which may not be appealed to Step 5.) The proceedings
25 shall be informal. The parties shall not be represented by outside attorneys. "Outside" attorneys are
26 those who do not work for King County or for the Union. Rules of evidence do not apply. The
27 purpose shall be to determine the validity of the grievance and render a decision appropriate to that
28 determination. Employer grievances shall be initiated at Step 4 of the grievance procedure.

1 By mutual agreement, the parties may call in a mediator in place of the grievance panel and
2 the Director of the Human Resources Division of the Department of Executive Services, to attempt to
3 resolve the dispute. The parties shall jointly select the mediator, who will hear both sides of the
4 dispute and attempt to bring the parties to an agreement. The mediator may not bind the parties to
5 any agreement, as mediation is a voluntary process. Parties are encouraged to participate in good
6 faith mediation and nothing the mediator says shall be admissible in an arbitration.

7 ***Step 5 - Arbitration:*** Either the County or the Union may request arbitration within
8 thirty (30) days of the issuance of the Step 4 decision and the party requesting arbitration must at that
9 time specify the exact question which it wishes arbitrated. If the Step 4 decision is not timely
10 appealed, the grievance will be presumed resolved. The parties shall then select a third disinterested
11 party to serve as an arbitrator. In the event that the parties are unable to agree upon an arbitrator,
12 then the arbitrator shall be selected from a panel of seven (7) arbitrators furnished by the American
13 Arbitration Association or the Federal Mediation and Conciliation Service, or by another agency if
14 the parties mutually agree. The arbitrator will be selected from the list by both the County
15 representative and the Union, each alternately striking a name from the list until one name remains.
16 The arbitrator, under voluntary labor arbitration rules of the Association, shall be asked to render a
17 decision promptly and the decision of the arbitrator shall be final and binding on both parties.

18 The arbitrator shall have no power to change, alter, detract from or add to the provisions of
19 this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement
20 in reaching a decision.

21 The arbitrator's fee and expenses and any court reporter's fee and expenses shall be
22 borne equally by both parties. Each party shall bear the cost of any witnesses appearing on that
23 party's behalf.

24 No matter may be arbitrated which the County by law has no authority over, has no authority
25 to change, or has been delegated to any civil service commission or personnel board as defined in
26 Chapter 108, Extraordinary Session, 1967, Laws of the State of Washington.

27 There shall be no strikes, cessation of work or lockout during such conferences or arbitration.

28 Time restrictions may be waived in writing by consent of both parties.

1 **Section 2. Multiple Procedures:** If employees/union have access to multiple procedures for
2 adjudicating grievances, then selection by the employees/union of one procedure will preclude access
3 to other procedures; selection is to be made no later than at the conclusion of Step 2 of this grievance
4 procedure. If any other complaints/claims relating to the issue in question are pursued after Step 2,
5 then the grievance is automatically withdrawn.

6 **Section 3. Just Cause/Progressive Discipline:** No employee may be discharged, suspended
7 without pay, or disciplined in any way except for just cause. Just cause shall be defined as cause
8 which is based upon reasonable grounds and must be a fair and honest cause or reason, regulated by
9 good faith. In addition, the County will employ the concept of progressive discipline in appropriate
10 cases. The County's policy is that discipline is corrective, rather than punitive in nature. It is
11 understood that there may be egregious cases that may result in discharge, disciplinary transfer, or
12 other disciplinary action, that do not require corrective action.

13 Written reprimands may not be used for purposes of progressive discipline once three (3)
14 years have passed from the date the reprimand was issued, and the employer has documented no
15 similar problems with the employee during this three (3) year time period. In those instances where
16 disciplinary action is based on reasonable evidence of the commission of a crime, or the proposed
17 discipline involves suspension or termination of the employee the grievance procedure will begin at
18 Step 3, unless Step 3 is waived by mutual agreement of parties, in which case the procedure will
19 begin at the next appropriate step.

20 **Section 4. Probationary Period:** All newly hired and promoted employees must serve a
21 probationary period as defined in RCW 41.14 and Civil Service Rules. As the above specify that the
22 probationary period is an extension of the hiring process, the provisions of this Article will not apply
23 to employees if they are discharged during their initial probationary period, or are demoted during the
24 promotional probationary period for performance related issues. Grievances brought by probationary
25 employees involving issues other than discharge or demotion may be processed in accordance with
26 this Article.

27 **Section 5. Union Concurrence:** Inasmuch as this is an agreement between the County and
28 the Union, only the Union, and not individual employees may make use of the provisions of this

Article. The final authority to settle a grievance is vested with the Union and the County.

ARTICLE 13: BULLETIN BOARDS

The employer agrees to permit the Union to post on County bulletin boards the announcement of meetings, election of officers, and any other Union material.

1 **ARTICLE 14: NON-DISCRIMINATION**

2 The Employer or the Union shall not unlawfully discriminate against any individual with
3 respect to compensation, terms, conditions, or privileges of employment because of race, color,
4 religion, national origin, sexual orientation, age, sex, or any sensory, mental or physical handicap.

5 The parties agree that personnel actions may be taken to accommodate disabilities, as may be
6 required under the Americans with Disabilities Act (ADA), and that such an accommodation under
7 the ADA shall take precedence over any conflicting provisions of this agreement.

ARTICLE 15: SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation, the parties agree to meet and negotiate such parts or provision affected. The remaining parts or provisions shall remain in full force and effect.

1 **ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION**

2 **Section 1. No Work Stoppages:** The employer and the signatory organization agree that the
3 public interest requires efficient and uninterrupted performance of all County services, and to this end
4 pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the
5 signatory organization shall not cause or condone any work stoppage, including any strike,
6 slowdown, or refusal to perform any customarily assigned duties, sick leave absence which is not
7 bona fide, or other interference with County functions by employees under this agreement and should
8 same occur, the signatory organization agrees to take appropriate steps to end such interference. Any
9 concerted action by any employees in any bargaining unit shall be deemed a work stoppage if any of
10 the above activities have occurred.

11 **Section 2. Union Responsibilities:** Upon notification in writing by the County to the
12 signatory organization that any of its members are engaged in a work stoppage, the signatory
13 organization shall immediately, in writing, order such members to immediately cease engaging in
14 such work stoppage and provide the County with a copy of such order. In addition, if requested by
15 the County, a responsible official of the signatory organization shall publicly order such signatory
16 organization employees to cease engaging in such a work stoppage.

17 **Section 3. Disciplinary Action:** Any employee who commits any act prohibited in this
18 article shall be considered absent without leave. Such employees are also subject to the following
19 action or penalties:

- 20 1. Discharge.
- 21 2. Suspension or other disciplinary action as may be applicable to such employee.
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1 **ARTICLE 17: WAIVER CLAUSE**

2 The parties acknowledge that each has had the unlimited right within the law and the
3 opportunity to make demands and proposals with respect to any matter deemed a proper subject for
4 collective bargaining. The results of the exercise of that right and opportunity are set forth in this
5 agreement. Therefore, the County and the signatory organization, for the duration of this agreement,
6 each agree to waive the right to oblige the other party to bargain with respect to any subject or matter
7 not specifically referred to or covered by this Agreement.

8 The parties agree that in the event they enter into Memoranda of Understanding during the
9 life of this agreement, such agreements are binding when signed by authorized representatives of the
10 parties. No ratification process is required.

1 **ARTICLE 18: REDUCTION-IN-FORCE**

2 **Section 1. Layoff Procedure:** Employees laid off as a result of a reduction in force shall be
3 laid off according to seniority within the department and classification, with the employee with the
4 least time being the first to go. In the event there are two or more employees eligible for layoff
5 within the Department with the same classification and seniority, the Department head will determine
6 the order of layoff based on employee performance, PROVIDED: no regular or probationary
7 employee shall be laid off while there are temporary extra-help employees serving in the class or
8 position for which the regular or probationary employee is eligible and available.

9 **Section 2. Reversion to Previously Held Positions:** In lieu of layoff, a regular or
10 probationary employee may, on the basis of department seniority, bump the least senior employee in
11 any lower level position within the bargaining unit formerly held by the employee designated for
12 layoff.

13 **Section 3. Re-employment List:** The names of laid off employees will be placed in inverse
14 order of layoff on a Re-employment List for the classification previously occupied. The Re-
15 employment List will remain in effect for a maximum of two (2) years or until all laid off employees
16 are rehired, whichever occurs first.

ARTICLE 19: DURATION

This Agreement shall be effective from January 1, 2006 through December 31, 2008. Written notice of desire to modify this agreement shall be served by either party upon the other at least sixty (60) days prior to the date of expiration, namely October 31, 2008.

APPROVED this _____ day of _____, 2004

By _____

King County Executive

SIGNATORY ORGANIZATION:

Service Employees International Union

Public Safety Employees, Local 519

ADDENDUM A

1. All step increases are based upon satisfactory performance during previous service.

2. Satisfactory performance shall mean overall rating of "Meets Standards" or "Exceeds Standards" on the employee performance evaluation utilized by the respective department.

3. If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place and frequency of unacceptable performance.

4. The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to a future step increase will not be affected by the above action. Performance evaluations and Department actions related thereto are not subject to the grievance procedure under this contract.

ADDENDUM B

For the purpose of this Agreement, the following definitions will apply:

1. **Department:** King County Sheriff's Office.

2. **Party:** Either King County or Service Employees International Union, Public Safety Employees, Local 519, Communication Center.

3. **"Part-time regular position"** means a regular position in which the part-time regular employee is employed for at least nine hundred ten hours but less than a full-time basis in a calendar year in a work unit in which a thirty-five hour work week is standard or for at least one thousand forty hours but less than a full-time basis in a calendar year in a work unit in which a forty-hour work week is standard. Where the standard work week falls between thirty-five and forty hours, the director, in consultation with the department, is responsible for determining what hour threshold will apply.

4. **"Temporary employee"** means an employee employed in a temporary position and in addition, includes an employee serving a probationary period or is under provisional appointment. Temporary employees shall not be members of the career service.

5. **"Term-limited temporary employee"** means a temporary employee who is employed in a term-limited temporary position. Term-limited temporary employees are not members of the career service. Term-limited temporary employees may not be employed in term-limited temporary positions longer than three years beyond the date of hire, except that for grant-funded projects capital improvement projects, and information systems technology projects the maximum period may be extended up to five years upon approval of the director.